

**CITY OF MOUNTAIN VIEW**  
**FISCAL YEAR 2009-10—COMPARISON OF BENEFITS BY ASSOCIATION GROUPS\***  
**EFFECTIVE JULY 1, 2009**

<b>BENEFITS</b>	<b>POLICE OFFICERS ASSOCIATION</b>	<b>FIRE (SAFETY)</b>	<b>SEIU</b>	<b>EAGLES</b>	<b>UNREPRESENTED POLICE MANAGERS</b>	<b>UNREPRESENTED FIRE MANAGERS &amp; PROFESSIONALS</b>	<b>UNREPRESENTED CONFIDENTIAL/ INFORMATION TECHNOLOGY</b>	<b>UNREPRESENTED DEPARTMENT HEADS &amp; COUNCIL APPOINTEES</b>
<b>MOU TERM</b>	07/01/07 – 06/30/10	07/01/07 – 06/30/11	07/01/06 – 06/30/09 Contract extension through 06/30/11.	07/01/06 – 06/30/10 Contract extension through 06/30/11.	Council Resolution covering 07/01/07- 06/30/10. Contract extension through 06/30/11.	Council Resolution covering 07/01/07- 06/30/10.	Council Resolution covering 07/01/06- 06/30/10. Contract extension through 06/30/11.	Council Resolution covering 07/01/06- 06/30/10. Extension through 06/30/11.
<b>COLA/EQUITY <sup>(1)</sup></b>	<p style="text-align: center;"><u>Sworn</u>  FY 07-08 3.5% / 1.0%  FY 08-09 3.5% / 1.0%  FY 09-10 3.2% / 1.0%</p> <p style="text-align: center;"><u>Nonsworn</u>  FY 07-08 3.5%  FY 08-09 3.5%  FY 09-10 3.2%</p>	<p>FY 07-08 4.5% COLA/  4.0% equity  (excluding Fire  Captains/Fire  Marshals)</p> <p style="text-align: center;"><u>Fire Captains/Fire Marshals</u>  FY 07-08 4.5% COLA/  7.0% equity</p> <p style="text-align: center;"><u>All Fire (Safety)</u>  FY 08-09 4.5% COLA  FY 09-10 4.5% COLA  FY 10-11 4.2% COLA</p>	<p>FY 06-07 3.5%  FY 07-08 3.5%  FY 08-09 3.2%  FY 09-10 2.0%<sup>(2)</sup>  + three 8-hr. days off  (Dec. 29, 30 and 31)  FY 10-11 1.2%<sup>(2)</sup>  + three 8-hr. days off  (Dec. 28, 29 and 30)</p> <p style="text-align: center;"><u>Public Safety Dispatcher I/II &amp; Lead Public Safety Disp.</u>  FY 06-07 3.5% COLA/  7.5% equity</p>	<p>FY 06-07 3.5%  FY 07-08 3.5%  FY 08-09 3.2%  FY 09-10 3.2%  FY 10-11 0%</p>	<p style="text-align: center;"><u>Police Lieutenants and Captains</u>  FY 07-08 5.0% COLA  FY 08-09 5.0% COLA  FY 09-10 4.7% COLA  FY 10-11 0% COLA<sup>(2)</sup></p> <p style="text-align: center;"><u>Police Support Services Mgr.</u>  FY 06-07 3.5%  FY 07-08 3.5%  FY 08-09 3.2%  FY 09-10 3.2%  FY 10-11 0%</p>	<p>FY 07-08 5.0% COLA  FY 08-09 5.0% COLA  FY 09-10 4.7% COLA</p> <p style="text-align: center;"><u>Battalion Chiefs</u>  FY 07-08 5.0% COLA/  7.0% equity</p> <p style="text-align: center;"><u>HazMat Specialist</u>  FY 07-08 5.0% COLA/  4.0% equity</p>	<p>FY 06-07 3.5%  FY 07-08 3.5%  FY 08-09 3.2%  FY 09-10 2.0%<sup>(2)</sup>  + three 8-hr. days off  (Dec. 29, 30 and 31)  FY 10-11 1.2%<sup>(2)</sup>  + three 8-hr. days off  (Dec. 28, 29 and 30)</p>	<p>FY 06-07 3.5%  FY 07-08 3.5%  FY 08-09 3.2%  FY 09-10 0%</p>

<sup>(1)</sup> PERS Employer rate and cost-share information is found under the "Public Employees Retirement System (PERS) listed below. COLA and Equity adjustments for FY 09-10 effective June 28, 2009.

<sup>(2)</sup> FY 09-10 and FY 10-11 have revenue-sharing triggers that could provide a 1.0% or 3.0% lump sum payment of base salary.

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BENEFITS	POLICE OFFICERS ASSOCIATION	FIRE (SAFETY)	SEIU	EAGLES	UNREPRESENTED POLICE MANAGERS	UNREPRESENTED FIRE MANAGERS & PROFESSIONALS	UNREPRESENTED CONFIDENTIAL/ INFORMATION TECHNOLOGY	UNREPRESENTED DEPARTMENT HEADS & COUNCIL APPOINTEES
AUTO ALLOWANCE	N/A	N/A	N/A	N/A	<u>Police Captains</u> Allowed to drive their assigned vehicles to and from work.	N/A	N/A	<u>City Manager</u> = \$350/mo. <u>City Attorney</u> = \$300/mo. (by ind. contract).  <u>Police Chief</u> Provided with a vehicle in lieu of auto allowance.  <u>Dept. Heads</u> \$608.40/mo. (incl. City Clerk and Asst. City Manager).
BEREAVEMENT LEAVE	3 consecutive days for each instance of death of an immediate family member: spouse, father, mother, sister, brother, children, stepchildren, mother-in-law, father-in-law, grandparents, grandchildren or registered domestic partner.  One additional day granted if out-of-State (or in excess of 300-mile radius, one way) travel required.	3 consecutive calendar days for each instance of death of an immediate family member: spouse, father, mother, sister, brother, children, stepchildren, mother-in-law, father-in-law, grandparents, grandchildren or registered domestic partner.  (2 shifts for Suppression personnel)	3 days (24 hours total) for each instance of death of an immediate family member: spouse, father, mother, sister, brother, children, stepchildren, mother-in-law, father-in-law, grandparents, grandchildren or registered domestic partner.  One additional day granted if out-of-State (or in excess of 300-mile radius, one way) travel required.	3 consecutive days (24 hours total) for each instance of death of an immediate family member: spouse, son, daughter, brother, sister, mother, father, stepchildren, grandparents, mother-in-law, father-in-law, grandchildren and domestic partner.  One additional day granted if out-of-State (or in excess of 300-mile radius, one way) travel required.	3 consecutive days (24 hours total) for each instance of death of an immediate family member: spouse, son, daughter, brother, sister, mother, father, stepchildren, grandparents, mother-in-law, father-in-law, grandchildren and domestic partner.  One additional day granted if out-of-State (or in excess of 300-mile radius, one way) travel required.	3 consecutive days (24 hours total) for each instance of death of an immediate family member: spouse, son, daughter, brother, sister, mother, father, stepchildren, grandparents, mother-in-law, father-in-law, grandchildren and domestic partner.  <u>Shift BCs</u> 3 consecutive shifts (72 hours)  One additional day granted if out-of-State (or in excess of 300-mile radius, one way) travel required.	3 consecutive days (24 hours total) for each instance of death of an immediate family member: spouse, son, daughter, brother, sister, mother, father, stepchildren, grandparents, mother-in-law, father-in-law, grandchildren and domestic partner.  One additional day granted if out-of-State (or in excess of 300-mile radius, one way) travel required.	3 consecutive days (24 hours total) for each instance of death of an immediate family member: spouse, son, daughter, brother, sister, mother, father, stepchildren, grandparents, mother-in-law, father-in-law, grandchildren and domestic partner.  One additional day granted if out-of-State (or in excess of 300-mile radius, one way) travel required.

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<b>CAREER INCENTIVE</b>  <b>and</b>  <b>CERTIFICATION RECOGNITION PROGRAM</b>	<u>Sworn</u> Intermediate and AA/AS degree: 5.0% of biweekly salary.  Advanced and BA/BS degree: 7.5% of biweekly salary.  POST Intermediate: \$325/mo. POST Advanced: \$440/mo. (effective 07/07)  <u>Nonsworn</u> N/A	1. Basic = \$175/mo. 2. Intermediate = \$325/mo. 3. Intermediate + AA/AS degree = \$400/mo. 4. Advanced = \$440/mo. 5. Advanced + BA/BS = \$600/mo. (maximum allowable \$600/mo.)  At each level, employees are required to acquire and maintain a minimum number of education/training points as well as agree to work in the next higher rank when assigned. (effective 07/07)	\$35/mo. for one certification above minimum class specification requirements.  \$70/mo. for 2 or more certification levels above minimum class specification requirements.	None	<u>Police Managers, Lieutenants and Captains</u> Tier 1 = \$465/mo. Tier 2 = \$615/mo. Tier 3 = \$760/mo. (effective 07/06)  <u>Effective July 2008</u> Tier 1 = \$490/mo. Tier 2 = \$640/mo. Tier 3 = \$785/mo.  Additional leadership courses can be used to requalify for Tier 3 upon approval by Police Chief.  Each tier requires completing higher level degree and management-related courses.	<u>Battalion Chiefs</u> <sup>(1)</sup> 1. Basic = \$490/mo. 2. Intermediate = \$640/mo. 3. Advanced = \$785/mo. (Advanced level adds a recertification requirement of 40 hours external training or 3 college units every 2 years.) (effective 07/07)	None	None

<sup>(1)</sup> Career incentive pay is based on a combination of training, education and fire service experience.

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CAREER INCENTIVE  and  CERTIFICATION RECOGNITION PROGRAM (continued)					<p>Tier 1: POST management course. Tier 2: Masters or POST management certificate plus one from the list below. Tier 3: Masters plus POST management certificate plus one from the list below.</p> <ul style="list-style-type: none"> <li>• POST Command College</li> <li>• FBI National Academy</li> <li>• Senior Management Institute for Police (PERF)</li> <li>• West Point Leadership Academy</li> </ul> <p>Tier 3 requires requalification every two years—40 hours of outside training courses or three approved college units.</p>			
COMP TIME ACCRUAL CAPS AND USAGE CAP	<u>Sworn and Nonsworn</u> 80-hour accrual cap.  Usage Cap: N/A	<u>Deputy Fire Marshal</u> 80-hour accrual cap. All Others: N/A  Usage Cap: N/A	120-hour accrual cap. (effective 07/01/06)  Max Annual Usage: 80 hours/year. <sup>(1)</sup>	80-hour accrual cap. Max annual usage: 80 hours/year. <sup>(1)</sup>	N/A	80-hour accrual cap. Max annual usage: 80 hours/year. <sup>(1)</sup>	80-hour accrual cap. Max annual usage: 80 hours/year. <sup>(1)</sup>	N/A

<sup>(1)</sup>Requests to use comp time in excess of caps may be approved by City, or City may pay as if employee had originally selected pay rather than PTO. Comp time is only applicable to nonexempt employees.

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COMP TIME CASHOUT	Sworn Once per year: Max = 80 hours  Nonsworn Once per year: Max = 80 hours	N/A	Once per year: Max = 40 hours	Once per year: Max = 40 hours	N/A	Once per year: Max = 40 hours	Once per year: Max = 40 hours	N/A
DEFERRED COMPENSATION	Can enroll in Deferred Compensation.  No agency matching.	Can enroll in Deferred Compensation.  No agency matching.	Can enroll in Deferred Compensation.  No agency matching.	Can enroll in Deferred Compensation.  No agency matching.	Can enroll in Deferred Compensation.  No agency matching.	Can enroll in Deferred Compensation.  No agency matching.	Can enroll in Deferred Compensation.  No agency matching.	Can enroll in Deferred Compensation.
DENTAL INSURANCE PROGRAM  Pro Dent  (Rates effective 08/01/07-08/01/10)	City pays \$184.35/mo. max.	City pays \$200.76/mo. max.	City pays \$200.76/mo. max.	City pays \$200.76/mo. max.	City pays \$200.76/mo. max.	City pays \$200.76/mo. max.	City pays \$200.76/mo. max.	City pays \$200.76/mo. max.

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<b>DOMESTIC PARTNER BENEFITS</b>	Yes <sup>(1)</sup> Includes bereavement leave, health insurance (vision and sick leave), dental insurance, FMLA; extended to employees in domestic partner relationships; must file declaration of domestic partner with State of California.	Yes <sup>(1)</sup> Includes bereavement leave, health insurance (vision and sick leave), dental insurance, FMLA; extended to employees in domestic partner relationships; must file declaration of domestic partner with State of California.	Yes <sup>(1)</sup> Includes bereavement leave, health insurance (vision and sick leave), dental insurance, FMLA; extended to employees in domestic partner relationships; must file declaration of domestic partner with State of California.	Yes <sup>(1)</sup> Includes bereavement leave, health insurance (vision and sick leave), dental insurance, FMLA; extended to employees in domestic partner relationships; must file declaration of domestic partner with State of California.	Yes <sup>(1)</sup> Includes bereavement leave, health insurance (vision and sick leave), dental insurance, FMLA; extended to employees in domestic partner relationships; must file declaration of domestic partner with State of California.	Yes <sup>(1)</sup> Includes bereavement leave, health insurance (vision and sick leave), dental insurance, FMLA; extended to employees in domestic partner relationships; must file declaration of domestic partner with State of California.	Yes <sup>(1)</sup> Includes bereavement leave, health insurance (vision and sick leave), dental insurance, FMLA; extended to employees in domestic partner relationships; must file declaration of domestic partner with State of California.	Yes <sup>(1)</sup> Includes bereavement leave, health insurance (vision and sick leave), dental insurance, FMLA; extended to employees in domestic partner relationships; must file declaration of domestic partner with State of California.
<b>EMPLOYEE ASSISTANCE PROGRAM</b>  Pacific Care (effective 08/01/07-08/01/10)	<ul style="list-style-type: none"> <li>5 visits per year for every family member (after 5 visits, copays apply).</li> <li>Free 30-minute legal consultation.</li> </ul> <p>City pays \$8.20 per employee/mo.</p>	<ul style="list-style-type: none"> <li>5 visits per year for every family member (after 5 visits, copays apply).</li> <li>Free 30-minute legal consultation.</li> </ul> <p>City pays \$8.20 per employee/mo.</p>	<ul style="list-style-type: none"> <li>5 visits per year for every family member (after 5 visits, copays apply).</li> <li>Free 30-minute legal consultation.</li> </ul> <p>City pays \$8.20 per employee/mo.</p>	<ul style="list-style-type: none"> <li>5 visits per year for every family member (after 5 visits, copays apply).</li> <li>Free 30-minute legal consultation.</li> </ul> <p>City pays \$8.20 per employee/mo.</p>	<ul style="list-style-type: none"> <li>5 visits per year for every family member (after 5 visits, copays apply).</li> <li>Free 30-minute legal consultation.</li> </ul> <p>City pays \$8.20 per employee/mo.</p>	<ul style="list-style-type: none"> <li>5 visits per year for every family member (after 5 visits, copays apply).</li> <li>Free 30-minute legal consultation.</li> </ul> <p>City pays \$8.20 per employee/mo.</p>	<ul style="list-style-type: none"> <li>5 visits per year for every family member (after 5 visits, copays apply).</li> <li>Free 30-minute legal consultation.</li> </ul> <p>City pays \$8.20 per employee/mo.</p>	<ul style="list-style-type: none"> <li>5 visits per year for every family member (after 5 visits, copays apply).</li> <li>Free 30-minute legal consultation.</li> </ul> <p>City pays \$8.20 per employee/mo.</p>

<sup>(1)</sup> Domestic partner benefits are for same gender and heterosexual relationships as certified by the State of California.

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<b>FLEXIBLE BENEFIT PLAN</b>	Employee may elect pretax deductions for medical and dependent care reimbursement through the City's Flexible Benefit Plan:  \$1,000 max. medical reimbursement \$5,000 max. dependent care reimbursement (effective 05/01/00).	Employee may elect pretax deductions for medical and dependent care reimbursement through the City's Flexible Benefit Plan:  \$1,000 max. medical reimbursement \$5,000 max. dependent care reimbursement (effective 01/01/99).	Employee may elect pretax deductions for medical and dependent care reimbursement through the City's Flexible Benefit Plan:  \$2,000 max. medical reimbursement \$5,000 max. dependent care reimbursement (effective 01/01/04).	Employee may elect pretax deductions for medical and dependent care reimbursement through the City's Flexible Benefit Plan:  \$2,000 max. medical reimbursement \$5,000 max. dependent care reimbursement (effective 01/01/02).	Employee may elect pretax deductions for medical and dependent care reimbursement through the City's Flexible Benefit Plan:  \$2,000 max. medical reimbursement \$5,000 max. dependent care reimbursement (effective 01/01/07).	Employee may elect pretax deductions for medical and dependent care reimbursement through the City's Flexible Benefit Plan:  \$2,000 max. medical reimbursement \$5,000 max. dependent care reimbursement (effective 01/01/07).	Employee may elect pretax deductions for medical and dependent care reimbursement through the City's Flexible Benefit Plan:  \$2,000 max. medical reimbursement \$5,000 max. dependent care reimbursement (effective 01/01/02).	Employee may elect pretax deductions for medical and dependent care reimbursement through the City's Flexible Benefit Plan:  \$2,000 max. medical reimbursement \$5,000 max. dependent care reimbursement (effective 01/01/02).
<b>FLOATING HOLIDAY</b>  Prorated for permanent part-time employees.  Does not accumulate from year to year.	<u>Sworn</u> N/A  <u>Nonsworn</u> 8 hours  Prorated for permanent part-time employees.	<u>Suppression</u> 24 hours  <u>DFM, TO, FPO</u> 10 or 8 hours depending on schedule.	8 hours  Prorated for permanent part-time employees.	8 hours  Prorated for permanent part-time employees.	N/A	8 hours  <u>Shift Fire Managers</u> 24 hours	8 hours  Prorated for permanent part-time employees.	8 hours  Prorated for permanent part-time employees.

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<b>HEALTH INSURANCE</b> Health Net (HMO/PPO) Kaiser  (Rates effective 08/01/09)  For employees living out of Health Net service area in California, there is an out-of-state Health Net PPO. For employees living out of California, they must enroll in PPO out-of-state.	<u>Sworn/Nonsworn</u> City pays \$1,779.47 monthly max. (effective 08/07) <sup>(2)</sup>  <u>PPT Employees</u> City pays \$839.52 monthly max. <sup>(2)</sup>	City pays \$1,779.47 monthly max. (Not eligible for medical in-lieu.) <sup>(2)</sup>	City pays \$1,779.47 monthly max. (Not eligible for medical in-lieu.) <sup>(2)</sup>  <u>PPT Employees</u> City pays \$839.52 monthly max. <sup>(2)</sup>	City pays \$1,774.47 monthly max. <sup>(2)</sup>  <u>PPT Employees</u> City pays \$839.52 monthly max. <sup>(2)</sup>  \$76.05 medical-in-lieu <sup>(1)</sup> pay if employed prior to July 1, 1984. PPT employees not eligible.	City pays \$1,779.47 monthly max. <sup>(3)</sup>  <u>PPT Employees</u> City pays \$839.52 monthly max. <sup>(2)</sup>	City pays \$1,779.47 monthly max. <sup>(2)</sup>  <u>PPT Employees</u> City pays \$839.52 monthly max. <sup>(2)</sup>	City pays \$1,779.47 monthly max. <sup>(2)</sup>  <u>PPT Employees</u> City pays \$839.52 monthly max. <sup>(2)</sup>	City pays \$1,779.47 monthly max. <sup>(2)</sup>  <u>PPT Employees</u> City pays \$839.52 monthly max. <sup>(2)</sup>  \$76.05 medical-in-lieu <sup>(1)</sup> pay if employed prior to July 1, 1984. PPT employees not eligible.

<sup>(1)</sup> If an employee ever becomes ineligible (i.e., adds a dependent) they have permanently lost eligibility (07/01/90) for medical-in-lieu.  
<sup>(2)</sup> Effective August 1, 2007, the City froze new enrollment in Health Net POS and capped the City's cost for current POS enrollees at \$1,497.70/month.

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HOLIDAY IN-LIEU	<u>Sworn</u> 5.5%  Nonsworn Holiday Pay Holidays on normally scheduled days: Employee receives additional 8 hours pay (or comp. time) for holidays worked. 10-hour shift scheduled off will be paid 8 hours straight time and must use 2 hours vacation or comp time.  Holidays on scheduled days off: Employee receives 8 hours straight pay or comp time.  Prorated for permanent part-time employees (effective 07/07).	<u>Suppression (Includes Firefighter, Fire Engineer, Fire Captain, including HazMat)</u> 5.5% per pay period. (effective 07/07)  <u>Fire Prevention Bureau (Includes Deputy)</u> 5.5% with 4 holidays, or 11 holidays with no holiday in-lieu pay. (effective 07/07)	<u>Dispatchers and Lead Dispatchers</u> 5.0%	N/A	<u>Police Shift Lieutenant</u> 5.5% holiday in-lieu pay.	<u>Shift BCs</u> 5.5% holiday in-lieu pay. (effective 07/07)  <u>Nonshift BC</u> 5.5% + 4 holidays or 11 holidays. (effective 07/07)	N/A	N/A
HOUSING ASSISTANCE	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$600K home loan (see policy for other variables).

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<b>LIFE INSURANCE AND AD&amp;D</b> (Standard Life) <sup>(1)</sup> (Rates effective 09/01/06-08/01/10)	<u>Life</u> Choice of \$50,000 or five times annual salary, not to exceed \$600,000. <sup>(2)</sup>  <u>AD&amp;D</u> \$50,000 or five times, depending on contributing factors in the accidental death (see insurance policy).  City-paid premium: Life-\$.14/\$1K AD&D-\$.02/\$1K Total-\$.16/\$1K  Monthly maximum <sup>(3)</sup> premium is \$96. City pays \$0.16 per \$1,000 of monthly payroll.	<u>Life</u> Choice of \$50,000 or five times annual salary, not to exceed \$600,000. <sup>(2)</sup>  <u>AD&amp;D</u> \$50,000 or five times, depending on contributing factors in the accidental death (see insurance policy).  City-paid premium: Life-\$.14/\$1K AD&D-\$.02/\$1K Total-\$.16/\$1K  Monthly maximum <sup>(3)</sup> premium is \$96. City pays \$0.16 per \$1,000 of monthly payroll.	<u>Life</u> Choice of \$50,000 or five times annual salary, not to exceed \$600,000. <sup>(2)</sup>  <u>AD&amp;D</u> \$50,000 or five times, depending on contributing factors in the accidental death (see insurance policy).  City-paid premium: Life-\$.14/\$1K AD&D-\$.02/\$1K Total-\$.16/\$1K  Monthly maximum <sup>(3)</sup> premium is \$96. City pays \$0.16 per \$1,000 of monthly payroll.	<u>Life</u> Choice of \$50,000 or five times annual salary, not to exceed \$600,000. <sup>(2)</sup>  <u>AD&amp;D</u> \$50,000 or five times, depending on contributing factors in the accidental death (see insurance policy).  City-paid premium: Life-\$.14/\$1K AD&D-\$.02/\$1K Total-\$.16/\$1K  Monthly maximum <sup>(3)</sup> premium is \$96. City pays \$0.16 per \$1,000 of monthly payroll.	<u>Life</u> Choice of \$50,000 or five times annual salary, not to exceed \$600,000. <sup>(2)</sup>  <u>AD&amp;D</u> \$50,000 or five times, depending on contributing factors in the accidental death (see insurance policy).  City-paid premium: Life-\$.14/\$1K AD&D-\$.02/\$1K Total-\$.16/\$1K  Monthly maximum <sup>(3)</sup> premium is \$96. City pays \$0.16 per \$1,000 of monthly payroll.	<u>Life</u> Choice of \$50,000 or five times annual salary, not to exceed \$600,000. <sup>(2)</sup>  <u>AD&amp;D</u> \$50,000 or five times, depending on contributing factors in the accidental death (see insurance policy).  City-paid premium: Life-\$.14/\$1K AD&D-\$.02/\$1K Total-\$.16/\$1K  Monthly maximum <sup>(3)</sup> premium is \$96. City pays \$0.16 per \$1,000 of monthly payroll.	<u>Life</u> Choice of \$50,000 or five times annual salary, not to exceed \$600,000. <sup>(2)</sup>  <u>AD&amp;D</u> \$50,000 or five times, depending on contributing factors in the accidental death (see insurance policy).  City-paid premium: Life-\$.14/\$1K AD&D-\$.02/\$1K Total-\$.16/\$1K  Monthly maximum <sup>(3)</sup> premium is \$96. City pays \$0.16 per \$1,000 of monthly payroll.	<u>Life</u> Choice of \$50,000 or five times annual salary, not to exceed \$600,000. <sup>(2)</sup>  <u>AD&amp;D</u> \$50,000 or five times, depending on contributing factors in the accidental death (see insurance policy).  City-paid premium: Life-\$.14/\$1K AD&D-\$.02/\$1K Total-\$.16/\$1K  Monthly maximum <sup>(3)</sup> premium is \$96. City pays \$0.16 per \$1,000 of monthly payroll.  <u>Council</u> Must be enrolled at \$50,000.

<sup>(1)</sup> Standard Insurance offers life insurance portability upon separation/retirement at employee's own expense.

<sup>(2)</sup> The cost of life insurance benefits in excess of \$50,000 is taxable to the employee.

<sup>(3)</sup> Calculation: \$600,000 (max) ÷ 1,000 = 600 x .16 (rate) = \$96.

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BENEFITS	POLICE OFFICERS ASSOCIATION	FIRE (SAFETY)	SEIU	EAGLES	UNREPRESENTED POLICE MANAGERS	UNREPRESENTED FIRE MANAGERS & PROFESSIONALS	UNREPRESENTED CONFIDENTIAL/ INFORMATION TECHNOLOGY	UNREPRESENTED DEPARTMENT HEADS & COUNCIL APPOINTEES
<b>LONG-TERM DISABILITY</b> (Mutual of Omaha) (08/01/08-07/31/10)	<p>Purchased a separate policy with a vendor selected by the POA.</p> <p>City contribution toward LTD benefits was converted to salary (1.06%) effective May 2000.</p> <p>The POA will select a LTD policy and the premium will be deducted from employee's salary.</p> <p><u>Police Assistants,</u>  <u>Police Records</u>  <u>Supervisor and</u>  <u>Communications</u>  <u>Supervisor</u></p> <p>City contribution toward LTD benefits was converted to salary (0.475%) effective December 2007.</p>	<p>Separate carrier selected by MVFF. City pays \$35/month/safety employee to union. (effective 07/07)</p>	<p><u>Work-Related and Nonwork-Related<sup>(1)</sup></u></p> <p>66-2/3% of monthly salary following 60-day waiting period from last day of work. Maximum benefit of \$5,000/month. City pays \$0.35 per \$100.00 of monthly payroll for this benefit up to a maximum of \$28.95/month per employee.<sup>(2)</sup></p> <p>Coverage prorated for permanent part-time employees.</p> <p>Long-term disability plan also applies to work-related disabilities, consistent with other City employees.</p>	<p><u>Work-Related and Nonwork-Related<sup>(1)</sup></u></p> <p>66-2/3% of monthly salary following 60-day waiting period from last day of work. Maximum benefit of \$5,000/month. City pays \$0.35 per \$100.00 of monthly payroll for this benefit up to a maximum of \$28.95/month per employee.<sup>(2)</sup></p> <p>Coverage prorated for permanent part-time employees.</p> <p>Long-term disability plan also applies to work-related disabilities, consistent with other City employees.</p>	<p><u>Work-Related and Nonwork-Related<sup>(1)</sup></u></p> <p>66-2/3% of monthly salary following 60-day waiting period from last day of work. Maximum benefit of \$5,000/month. City pays \$0.35 per \$100.00 of monthly payroll for this benefit up to a maximum of \$28.95/month per employee.<sup>(2)</sup></p> <p>Coverage prorated for permanent part-time employees.</p> <p>Long-term disability plan also applies to work-related disabilities, consistent with other City employees.</p>	<p><u>Work-Related and Nonwork-Related<sup>(1)</sup></u></p> <p>66-2/3% of monthly salary following 60-day waiting period from last day of work. Maximum benefit of \$5,000/month. City pays \$0.35 per \$100.00 of monthly payroll for this benefit up to a maximum of \$28.95/month per employee.<sup>(2)</sup></p> <p>Coverage prorated for permanent part-time employees.</p> <p>Long-term disability plan also applies to work-related disabilities, consistent with other City employees.</p>	<p><u>Work-Related and Nonwork-Related<sup>(1)</sup></u></p> <p>66-2/3% of monthly salary following 60-day waiting period from last day of work. Maximum benefit of \$5,000/month. City pays \$0.35 per \$100.00 of monthly payroll for this benefit up to a maximum of \$28.95/month per employee.<sup>(2)</sup></p> <p>Coverage prorated for permanent part-time employees.</p> <p>Long-term disability plan also applies to work-related disabilities, consistent with other City employees.</p>	<p><u>Work-Related and Nonwork-Related<sup>(1)</sup></u></p> <p>66-2/3% of monthly salary following 60-day waiting period from last day of work. Maximum benefit of \$5,000/month. City pays \$0.35 per \$100.00 of monthly payroll for this benefit up to a maximum of \$28.95/month per employee.<sup>(2)</sup></p> <p>Coverage prorated for permanent part-time employees.</p> <p>Long-term disability plan also applies to work-related disabilities, consistent with other City employees.</p>

<sup>(1)</sup> LTD coverage applies to all active permanent employees working at least 20 hours/week.  
<sup>(2)</sup> Calculation: (biweekly salary x 26)/12 = monthly salary. Monthly salary x .0035 = LTD rate.

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BENEFITS	POLICE OFFICERS ASSOCIATION	FIRE (SAFETY)	SEIU	EAGLES	UNREPRESENTED POLICE MANAGERS	UNREPRESENTED FIRE MANAGERS & PROFESSIONALS	UNREPRESENTED CONFIDENTIAL/ INFORMATION TECHNOLOGY	UNREPRESENTED DEPARTMENT HEADS & COUNCIL APPOINTEES
MANAGEMENT/ PROFESSIONAL DEVELOPMENT FUNDS	<div>N/A</div> <div><u>Nonsworn</u> \$300 annually for eligible classifications.<sup>(1)</sup> (effective 07/07)</div>	N/A	\$300 annually for Professional employees in eligible classifications.	<div>\$300 annually for Professional employees. (effective 07/11/95)</div> <div>\$500 annually for management employees.</div> <div>Prorated for permanent part-time employees.</div>	<div>\$500 annually for Management employees.</div> <div>Prorated for permanent part-time employees.</div>	<div>\$300 annually for Professional employees. (effective 07/11/95)</div> <div>\$500 annually for Management employees.</div> <div>Prorated for permanent part-time employees.</div>	<div>\$300 annually for Professional employees. (effective 07/11/95)</div> <div>\$500 annually for Management employees.</div> <div>Prorated for permanent part-time employees.</div>	<div>\$500 annually for Management employees.</div> <div>Prorated for permanent part-time employees.</div>

<sup>(1)</sup> Professional development funds only apply to the Property and Evidence Specialist, Police Records Supervisor and the Communications Supervisor.

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BENEFITS	POLICE OFFICERS ASSOCIATION	FIRE (SAFETY)	SEIU	EAGLES	UNREPRESENTED POLICE MANAGERS	UNREPRESENTED FIRE MANAGERS & PROFESSIONALS	UNREPRESENTED CONFIDENTIAL/ INFORMATION TECHNOLOGY	UNREPRESENTED DEPARTMENT HEADS & COUNCIL APPOINTEES
MANAGEMENT LEAVE	N/A	N/A	N/A	<p>All full-time management employees receive 80 hours leave/fiscal year.</p> <p>Management leave payoff may be deposited into deferred compensation.</p> <p>Permanent part-time employees not eligible.</p>	<p>All full-time management employees receive 80 hours leave/fiscal year.</p> <p>Not eligible for deposit to Deferred Comp.</p> <p>Permanent part-time employees not eligible.</p>	<p>All full-time management employees, including nonshift BCs, receive 80 hours leave/fiscal year.</p> <p><u>Shift BCs</u> Receive 120 hours leave per fiscal year.</p> <p><u>Fire Professionals</u> Not eligible for management leave.</p> <p>Management leave payoff may be deposited into deferred compensation.</p> <p>Employee can elect cashout or deposit to Deferred Comp account at the end of fiscal year if unused. Unrepresented, 07/01/00 Fire Management.</p> <p>Prorated payoff for separating or retiring employees.</p> <p>Permanent part-time employees not eligible.</p>	<p>All full-time management employees receive 80 hours leave/fiscal year.</p> <p>Management leave payoff may be deposited into deferred compensation.</p> <p>Permanent part-time employees not eligible.</p>	<p>All full-time management employees receive 80 hours leave/fiscal year.</p> <p>City Manager receives 120 hours leave/fiscal year.</p> <p>Management leave payoff may be deposited into deferred compensation.</p> <p>Permanent part-time employees not eligible.</p> <p><u>City Manager</u> All unused management leave shall be deposited into a Retirees' Health Savings Plan. (effective 05/01/09)</p>

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BENEFITS	POLICE OFFICERS ASSOCIATION	FIRE (SAFETY)	SEIU	EAGLES	UNREPRESENTED POLICE MANAGERS	UNREPRESENTED FIRE MANAGERS & PROFESSIONALS	UNREPRESENTED CONFIDENTIAL/ INFORMATION TECHNOLOGY	UNREPRESENTED DEPARTMENT HEADS & COUNCIL APPOINTEES
<b>MILEAGE REIMBURSEMENT</b>	50¢/mile (effective 01/10)	50¢/mile (effective 01/10)	50¢/mile (effective 01/10)	50¢/mile (effective 01/10)	50¢/mile (effective 01/10)	50¢/mile (effective 01/10)	50¢/mile (effective 01/10)	50¢/mile (effective 01/10)
<b>PERSONAL LEAVE</b>	<u>Sworn</u> 10 hours/calendar year (includes 12.5-hour shift).  <u>Nonsworn</u> 1 shift day/calendar yr.  Reduces sick leave by number of hours used. <sup>(1)</sup>  Prorated for permanent part-time employees.  Does <u>not</u> carry over from year to year.	N/A	1 day (8 hours)/calendar year. Reduces sick leave by number of hours used (8 hours). Sick leave will be reduced. <sup>(1)</sup>  Prorated for permanent part-time employees.  Does <u>not</u> carry over from year to year.	1 day (8 hours)/calendar year. Reduces sick leave by number of hours used. <sup>(1)</sup>  Prorated for permanent part-time employees.  Does <u>not</u> carry over from year to year.	1 day (8 hours)/calendar year. Reduces sick leave by number of hours used. <sup>(1)</sup>  Prorated for permanent part-time employees.  Does <u>not</u> carry over from year to year.	N/A  <u>Sworn HazMat Specialist</u> Not eligible	1 day (8 hours)/calendar year. Reduces sick leave by number of hours used. <sup>(1)</sup>  Prorated for permanent part-time employees.  Does <u>not</u> carry over from year to year.	1 day (8 hours)/calendar year. Reduces sick leave by number of hours used. <sup>(1)</sup>  Prorated for permanent part-time employees.  Does <u>not</u> carry over from year to year.
<b>PUBLIC EMPLOYEES RETIREMENT SYSTEM (PERS)</b>	<u>Sworn</u> 3.0% at 50.  <u>Nonsworn</u> 2.7% at 55. (effective 07/01/07)	3.0% at 50.	2.7% at 55. (effective 07/01/07)	2.7% at 55. (effective 07/01/07)	3.0% at 50.  <u>Police Support Services Mgr.</u> 2.7% at 55. (effective 07/01/07)	3.0% at 50.  <u>One HazMat Specialist</u> 3.0% at 50.	2.7% at 55. (effective 07/01/07).	2.7% at 55. (effective 07/01/07).

<sup>(1)</sup>Does not affect eligibility for sick leave incentive.

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BENEFITS	POLICE OFFICERS ASSOCIATION	FIRE (SAFETY)	SEIU	EAGLES	UNREPRESENTED POLICE MANAGERS	UNREPRESENTED FIRE MANAGERS & PROFESSIONALS	UNREPRESENTED CONFIDENTIAL/ INFORMATION TECHNOLOGY	UNREPRESENTED DEPARTMENT HEADS & COUNCIL APPOINTEES
<b>Employer PERS Rate FY 08-09</b>	<u>Sworn</u> FY 07-08: 20.317% FY 08-09: 20.572% FY 09-10: 20.384% (24.343% - 3.959%) <sup>(7)</sup>  <u>Nonsworn</u> FY 07-08: 14.047% FY 08-09: 14.905% <sup>(5)</sup> FY 09-10: 13.009%	FY 07-08: 20.317% FY 08-09: 20.572% FY 09-10: 20.226% (24.343% - 4.117%)	FY 06-07: 11.211% FY 07-08: 14.047% FY 08-09: 12.155% <sup>(2)</sup> FY 09-10: 11.259% <sup>(2)</sup>	FY 06-07: 11.211% FY 07-08: 14.047% FY 08-09: 12.905% <sup>(3)</sup> FY 09-10: 12.009% <sup>(3)</sup>	<u>Police Lieut. and Capt.</u> FY 07-08: 20.317% FY 08-09: 20.572% FY 09-10: 17.684% <sup>(6)</sup>  <u>Police Support Services Mgr.</u> FY 06-07: 11.211% FY 07-08: 14.047% FY 08-09: 12.905% <sup>(3)</sup> FY 09-10: 12.009% <sup>(3)</sup>	FY 07-08: 20.317% FY 08-09: 20.572% (24.572%-4.0%) <sup>(1)</sup>  (includes one HazMat Specialist)	FY 06-07: 11.211% FY 07-08: 14.047% FY 08-09: 12.905% <sup>(4)</sup> FY 09-10: 12.009% <sup>(4)</sup>	FY 06-07: 11.211% FY 07-08: 14.047% FY 08-09: 12.905% <sup>(3)</sup> FY 09-10: 12.009%  <u>Fire Chief/Police Chief</u> FY 08-09: 24.572% FY 09-10: 24.185%
<b>PERS Employee Share</b>  Employee Rate + Cost Share (taken from salary)	<u>Sworn</u> FY 07-08: 13.0% FY 08-09: 13.0% FY 09-10: 12.959% <sup>(7)</sup>  <u>Nonsworn</u> FY 07-08: 8.0% FY 08-09: 8.5% <sup>(5)</sup> FY 09-10: 9.5% <sup>(5)</sup>	FY 07-08: 13.0% FY 08-09: 13.0% FY 09-10: 13.117% <sup>(1)</sup>	FY 06-07: 8.0% <sup>(2)</sup> FY 07-08: 10.0% <sup>(2)</sup> FY 08-09: 11.25% <sup>(2)</sup> FY 09-10: 11.25% <sup>(2)</sup>	FY 06-07: 9.0% <sup>(3)</sup> FY 07-08: 10.0% <sup>(3)</sup> FY 08-09: 10.5% <sup>(3)</sup> FY 09-10: 10.5% <sup>(3)</sup>	<u>Police Lieutenants and Captains</u> FY 07-08: 13.0% FY 08-09: 13.0% FY 09-10: 15.659% <sup>(6)</sup>  <u>Police Support Services Mgr.</u> FY 06-07: 9.0% <sup>(3)</sup> FY 07-08: 10.0% <sup>(3)</sup> FY 08-09: 10.5% <sup>(3)</sup> FY 09-10: 10.5% <sup>(3)</sup>	FY 07-08: 13.0% FY 08-09: 13.0% FY 09-10: 13.117% <sup>(1)</sup> (includes one HazMat Specialist)	FY 06-07: 8.0% <sup>(4)</sup> FY 07-08: 10.0% <sup>(4)</sup> FY 08-09: 10.5% <sup>(4)</sup> FY 09-10: 10.5% <sup>(4)</sup>	FY 06-07: 9.0% <sup>(3)</sup> FY 07-08: 10.0% <sup>(3)</sup> FY 08-09: 10.5% <sup>(3)</sup> FY 09-10: 10.5% <sup>(3)</sup>  <u>Fire Chief/Police Chief</u> FY 08-09: 9.0% FY 09-10: 9.0%  <u>Council</u> May elect to participate. City will pay 8.0% employee contribution. Must be either a contributing member of PERS, Social Security (6.2%), or a Section 457 Plan.

<sup>(1)</sup> Employees pay 50% cost share of the PERS rate above 16.268%. Effective 07/07, employee cost share is capped at 4.0%. The FY 09-10 rate is 24.343% (0.158% of cost is for the enhanced Fire survivor benefit). The rate used to calculate employee cost share is 24.185% (24.343% - 0.158%). The difference between 24.185% and 16.268% is 7.917% (50% of 7.917% = 3.959%). In addition, Fire members elected to enhance their survivor benefits at an additional employee cost of 0.158%. The total employee rate is 13.117% (9.0% + 3.959% + 0.158%).

<sup>(2)</sup> Employees have agreed to a PERS cost share of 1.0% in FY 06-07, 1.0% in FY 07-08 and 1.25% in FY 08-09, 09-10 and 10-11. The PERS employee rate for FY 06-07 is 7.0% and will increase to 8.0% in FY 07-08. Total employee cost for FY 06-07 is 8.0% (7.0% + 1.0%); FY 07-08 is 10.0% (8.0% + 2.0%); and in FY 08-09 is 11.25% (8.0% + 3.25%). Employer rate for FY 09-10 is 11.259% (14.509% - 3.25%).

<sup>(3)</sup> Employees have agreed to a PERS cost share of 2.0% in FY 06-07 and 0.5% in FY 08-09, 09-10 and 10-11. The PERS employee rate for FY 06-07 is 7.0% and will increase to 8.0% in FY 07-08. Total employee cost for FY 06-07 is 9.0% (7.0% + 2.0%); FY 07-08 is 10.0% (8.0% + 2.0%); FY 08-09 is 10.5% (8.0% + 2.5%); and FY 09-10 is 10.5% (8.0% + 2.5%). Employer rate for FY 09-10 is 12.009% (14.509% - 2.5%).

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- <sup>(4)</sup> Employees have agreed to a PERS cost share of 1.0% in FY 06-07, 1.0% in FY 07-08 and 0.5% in FY 08-09. The PERS employee rate for FY 06-07 is 7.0% and will increase to 8.0% in FY 07-08. Total employee cost for FY 06-07 is 8.0% (7.0% + 1.0%); FY 07-08 is 10.0% (8.0% + 2.0%); FY 08-09 is 10.5% (8.0% + 2.5%); and FY 09-10 is 10.5% (8.0% + 2.5%). Employer rate for FY 09-10 is 12.009% (14.509% - 2.5%).
- <sup>(5)</sup> Employees have agreed to a PERS cost share of 0.5% in FY 08-09 and 1.5% in FY 09-10. The PERS employee rate for FY 08-09 is 8.5% (8.0% + 0.5%) and for FY 09-10 is 9.5% (8.0% + 1.5%). Employer rate for FY 09-10 is 13.009% (14.509% - 1.5%).
- <sup>(6)</sup> Employees pay 50% cost share of the PERS rate above 16.268%. In addition, Police Captains and Lieutenants have agreed to an additional 2.7% cost share for FY 09-10 and FY 10-11. Employee cost for FY 09-10 is 15.659% (24.185% - 16.268% = 7.917% ÷ 50% = 3.959% + 2.7% + 9.0% = 15.659%). Employer rate is 24.343% - 6.659% = 17.684%.
- <sup>(7)</sup> Employees pay 50% cost share of the PERS rate above 16.268%. Effective 07/07, employee cost share is capped at 4.0%. The FY 09-10 PERS employer rate is 24.343%. Police did not elect for enhanced survivor benefits, so they receive a savings of 0.158%. The PERS employer rate is calculated on the revised rate of 24.185%. The difference between 24.185% and 16.268% is 7.917% (50% of 7.917% = 3.959%). The total employer rate is 20.384% (24.343% - 3.959%). The employee rate is 9% + 3.959% = 12.959%.

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PERS Additional Benefits	<ul style="list-style-type: none"><li>• 1 year final comp</li><li>• Sick leave credit</li><li>• Military service credit</li><li>• 3rd level 1959 survivor benefit</li><li>• 2.0% annual COLA<sup>(1)</sup></li><li>• Prior service credit</li><li>• Retiree death benefit</li></ul>	<ul style="list-style-type: none"><li>• 1 year final comp</li><li>• Sick leave credit</li><li>• Military service credit</li><li>• 4th level 1959 survivor benefit<sup>(2)</sup></li><li>• 2.0% annual COLA<sup>(1)</sup></li><li>• Prior service credit</li><li>• Retiree death benefit</li><li>• PERS Preretire-ment Optional Settlement 2 Death Benefit<sup>(2)</sup></li><li>• Alternate Death Benefit for local Fire members<sup>(2)</sup></li></ul>	<ul style="list-style-type: none"><li>• 1 year final comp</li><li>• Sick leave credit</li><li>• Military service credit</li><li>• 3rd level 1959 survivor benefit</li><li>• 2.0% annual COLA<sup>(1)</sup></li><li>• Prior service credit</li><li>• Retiree death benefit</li></ul>	<ul style="list-style-type: none"><li>• 1 year final comp</li><li>• Sick leave credit</li><li>• Military service credit</li><li>• 3rd level 1959 survivor benefit</li><li>• 2.0% annual COLA<sup>(1)</sup></li><li>• Prior service credit</li><li>• Retiree death benefit</li></ul>	<ul style="list-style-type: none"><li>• 1 year final comp</li><li>• Sick leave credit</li><li>• Military service credit</li><li>• 3rd level 1959 survivor benefit</li><li>• 2.0% annual COLA<sup>(1)</sup></li><li>• Prior service credit</li><li>• Retiree death benefit</li></ul>	<ul style="list-style-type: none"><li>• 1 year final comp</li><li>• Sick leave credit</li><li>• Military service credit</li><li>• 4th level 1959 survivor benefit<sup>(2)</sup></li><li>• 2.0% annual COLA<sup>(1)</sup></li><li>• Prior service credit</li><li>• Retiree death benefit</li><li>• PERS Preretire-ment Optional Settlement 2 Death Benefit<sup>(2)</sup></li><li>• Alternate Death Benefit for local Fire members<sup>(2)</sup></li></ul>	<ul style="list-style-type: none"><li>• 1 year final comp</li><li>• Sick leave credit</li><li>• Military service credit</li><li>• 3rd level 1959 survivor benefit</li><li>• 2.0% annual COLA<sup>(1)</sup></li><li>• Prior service credit</li><li>• Retiree death benefit</li></ul>	<ul style="list-style-type: none"><li>• 1 year final comp</li><li>• Sick leave credit</li><li>• Military service credit</li><li>• 3rd level 1959 survivor benefit</li><li>• 2.0% annual COLA<sup>(1)</sup></li><li>• Prior service credit</li><li>• Retiree death benefit</li></ul>

<sup>(1)</sup> If the Consumer Price Index registers a lower rate of inflation, retirees could receive a lower percentage.

<sup>(2)</sup> The additional cost to add the PERS Preretirement Optional Settlement 2 Death Benefit, the Alternate Death Benefit for local Fire members, and the increase from Level 3 to Level 4 1959 survivor benefit will be fully paid by the Fire members. For FY 09-10, the cost of this additional benefit is 0.158% and will be added to the employee's PERS contribution.

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BENEFITS	POLICE OFFICERS ASSOCIATION	FIRE (SAFETY)	SEIU	EAGLES	UNREPRESENTED POLICE MANAGERS	UNREPRESENTED FIRE MANAGERS & PROFESSIONALS	UNREPRESENTED CONFIDENTIAL/ INFORMATION TECHNOLOGY	UNREPRESENTED DEPARTMENT HEADS & COUNCIL APPOINTEES
RETIREE HEALTH PLAN <sup>(1)</sup>	<p><u>Sworn/Nonsworn</u> Employees must have a PERS retirement with the City to be eligible.</p> <p><u>Vesting</u> Employees must have 15 years of service with the City as a permanent employee.</p> <p>The vesting period is waived for employees with a work-related disability retirement.</p> <p><u>City Contribution</u> City pays full premium for employees retired prior to 07/01/92. For employees retiring on or after 07/01/92, City pays 85.0% of the retiree premium.</p> <p>Employee must pay for any dependents. POA pays a portion of premium for spouse of retiree.</p>	<p>Employees must have a PERS retirement with the City to be eligible.</p> <p><u>Vesting</u> Employees hired prior to 07/01/89 must have 10 years of service with the City. Employees hired on or after 07/01/89 must have 15 years of service with the City.</p> <p>The vesting period is waived for employees with a work-related disability retirement.</p> <p><u>City Contribution</u> City pays 85.0% for retiring employee (effective 07/01/05).</p>	<p>Employees must have a PERS retirement with the City to be eligible.</p> <p><u>Vesting</u> Employees hired prior to 09/01/89 must have 5 years of continuous service with the City. Employees hired on or after 09/01/89 must have 15 years of continuous service with the City. Effective 08/01/03, vesting period is waived for employees with a work-related disability retirement.</p> <p><u>Maintenance City Contribution</u> Employees hired prior to 07/01/07, City pays 100% of the employee-only premium.</p>	<p>Employees must have a PERS retirement with City to be eligible.</p> <p><u>Vesting and Contributions</u> Employees hired prior to 08/01/89 and retired on or after 03/01/93 are grandfathered for vesting (5 years) and must contribute 15.0%.</p>	<p>Employees must have a PERS retirement with City to be eligible.</p> <p><u>Vesting and Contributions</u> Employees hired prior to 08/01/89 and retired on or after 03/01/93 are grandfathered for vesting (5 years) and must contribute 15.0%.</p>	<p>Employees must have a PERS retirement with City to be eligible.</p> <p><u>Vesting and Contributions</u> Employees hired prior to 08/01/89 and retired on or after 03/01/93 are grandfathered for vesting (5 years) and must contribute 15.0%.</p>	<p>Employees must have a PERS retirement with City to be eligible.</p> <p><u>Vesting and Contributions</u> Employees hired prior to 08/01/89 and retired on or after 03/01/93 are grandfathered for vesting (5 years) and must contribute 15.0%.</p>	<p>Employees must have a PERS retirement with City to be eligible.</p> <p><u>Vesting and Contributions</u> Employees hired prior to 08/01/89 and retired on or after 03/01/93 are grandfathered for vesting (5 years) and must contribute 15.0%.</p>

<sup>(1)</sup> The retirees' health plan provides single-coverage health insurance (including vision and prescription coverage) for employees retiring from the City of Mountain View through CalPERS and meet eligibility requirements. For more information, please refer to the "City of Mountain View Retiree Health Insurance Program."

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BENEFITS	POLICE OFFICERS ASSOCIATION	FIRE (SAFETY)	SEIU	EAGLES	UNREPRESENTED POLICE MANAGERS	UNREPRESENTED FIRE MANAGERS & PROFESSIONALS	UNREPRESENTED CONFIDENTIAL/ INFORMATION TECHNOLOGY	UNREPRESENTED DEPARTMENT HEADS & COUNCIL APPOINTEES
<b>RETIREE HEALTH PLAN<sup>(1)</sup></b> <b>(continued)</b>	<u>Sworn/Nonsworn</u> <b><u>Employees hired on/after 07/01/07</u></b> City pays a maximum of 85.0% of an HMO plan, single coverage.  Employee must pay for any dependents.	<b><u>Employees hired on/after 07/01/07</u></b> City pays a maximum of 85.0% of an HMO plan, single coverage.  Employee must pay for any dependents.	<b><u>Clerical/Technical</u></b> <u>City Contribution</u> City pays 100% for employees retired prior to 03/01/93. City pays 85.0% for employees retired 03/01/93 through 06/27/98.  Employees hired prior to 07/01/07, City pays 100% of HMO and 85.0% of non-HMO, single coverage.  <b><u>Employees hired on/after 07/01/07,</u></b> City pays a maximum of 85.0% of an HMO plan, single coverage.  Employee must pay for any dependents.	Employees retiring on or after 01/01/97 pay: 50.0% 5<10 years, 35.0% 10<15 years, 15.0%>15 years of service of single coverage.  Effective 08/01/03, the vesting period is waived for employees with a work-related disability retirement.  <b><u>Employees hired on/after 07/01/07,</u></b> Employees can elect at time of hire and at 1 year to participate in <u>either</u> a defined benefit program or a defined contribution program.	Employees retiring on or after 01/01/97 pay the following percent of single coverage: 50.0% 5<10 years of service; 35.0% 10<15 years of service; 15.0%>15 years of service.  Effective 08/01/03, the vesting period is waived for employees with a work-related disability retirement.  <b><u>Employees hired on/after 07/01/07,</u></b> Employees can elect at time of hire and at 1 year to participate in <u>either</u> a defined benefit program or a defined contribution program.	Employees retiring on or after 01/01/97 pay the following percent of single coverage: 50.0% 5<10 years of service; 35.0% 10<15 years of service; 15.0%>15 years of service.  Effective 08/01/03, the vesting period is waived for employees with a work-related disability retirement.  <b><u>Employees hired on/after 07/01/07,</u></b> Employees can elect at time of hire and at 1 year to participate in <u>either</u> a defined benefit program or a defined contribution program.	Employees retiring on or after 01/01/97 pay the following percent of single coverage: 50.0% 5<10 years of service; 35.0% 10<15 years of service; 15.0%>15 years of service.  Effective 08/01/03, the vesting period is waived for employees with a work-related disability retirement.  <b><u>Employees hired on/after 07/01/07,</u></b> Employees can elect at time of hire and at 1 year to participate in <u>either</u> a defined benefit program or a defined contribution program.	Employees retiring on or after 01/01/97 pay the following percent of single coverage: 50.0% 5<10 years of service; 35.0% 10<15 years of service; 15.0%>15 years of service.  Effective 08/01/03, the vesting period is waived for employees with a work-related disability retirement.  <b><u>Employees hired on/after 07/01/07,</u></b> Employees can elect at time of hire and at 1 year to participate in <u>either</u> a defined benefit program or a defined contribution program.

<sup>(1)</sup> The retirees' health plan provides single-coverage health insurance (including vision and prescription coverage) for employees retiring from the City of Mountain View through CalPERS and meet eligibility requirements. For more information, please refer to the "City of Mountain View Retiree Health Insurance Program."

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RETIREE HEALTH PLAN (continued) <sup>(1)</sup>	<p><u>Nonsworn</u> Employees must have a PERS retirement with the City to be eligible.</p> <p><u>Vesting</u> Employees must have 5 years of service if hired prior to 07/01/90 and 15 years of service if hired on or after 07/01/90.</p> <p>For members who disability retire due to job-related injury, the vesting period is waived.</p> <p>POA <u>does not</u> pay premium for retiree's spouse.</p> <p><u>City Contribution</u> For employees retiring on or after 07/01/92, the City will pay 85.0% of the retiree premium.</p> <p>Employee must pay for any dependents.</p>			<p><u>Defined Benefit Program</u> Employees hired after 07/01/07, who choose to have a defined benefit plan, City will pay a maximum of 85.0% of an HMO plan, single coverage.</p> <p>Employee must work for 15 continuous years and retire with the City to be eligible.</p> <p><u>Defined Contribution Program</u> See "Retirement Health Savings Account."</p>	<p><u>Defined Benefit Program</u> Employees hired after 07/01/07, who choose to have a defined benefit plan, City will pay a maximum of 85.0% of an HMO plan, single coverage.</p> <p>Employee must work for 15 continuous years and retire with the City to be eligible.</p> <p><u>Defined Contribution Program</u> See "Retirement Health Savings Account."</p>	<p><u>Defined Benefit Program</u> Employees hired after 07/01/07, who choose to have a defined benefit plan, City will pay a maximum of 85.0% of an HMO plan, single coverage.</p> <p>Employee must work for 15 continuous years and retire with the City to be eligible.</p> <p><u>Defined Contribution Program</u> See "Retirement Health Savings Account."</p>	<p><u>Defined Benefit Program</u> Employees hired after 07/01/07, who choose to have a defined benefit plan, City will pay a maximum of 85.0% of an HMO plan, single coverage.</p> <p>Employee must work for 15 continuous years and retire with the City to be eligible.</p> <p><u>Defined Contribution Program</u> See "Retirement Health Savings Account."</p>	<p><u>Defined Benefit Program</u> Employees hired after 07/01/07, who choose to have a defined benefit plan, City will pay a maximum of 85.0% of an HMO plan, single coverage.</p> <p>Employee must work for 15 continuous years and retire with the City to be eligible.</p> <p><u>Defined Contribution Program</u> See "Retirement Health Savings Account."</p>

<sup>(1)</sup> The retirees' health plan provides single-coverage health insurance (including vision and prescription coverage) for employees retiring from the City of Mountain View through CalPERS and meet eligibility requirements. For more information, please refer to the "City of Mountain View Retiree Health Insurance Program."

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BENEFITS	POLICE OFFICERS ASSOCIATION	FIRE (SAFETY)	SEIU	EAGLES	UNREPRESENTED POLICE MANAGERS	UNREPRESENTED FIRE MANAGERS & PROFESSIONALS	UNREPRESENTED CONFIDENTIAL/ INFORMATION TECHNOLOGY	UNREPRESENTED DEPARTMENT HEADS & COUNCIL APPOINTEES
RETIREMENT HEALTH SAVINGS ACCOUNT (RHS)	Sick leave balance determined by sick leave payoff formula at time of retirement to be deposited into a trust fund for health expenses. (effective 05/01/09)	Sick leave balance determined by sick leave payoff formula at time of retirement to be deposited into a trust fund for health expenses. (effective 06/02/08)  See also "sick leave payoff."	Vacation accrual in excess of Vacation Accrual Caps may be deposited into a Retirees' Health Savings Plan upon required preapproval. (effective 07/01/09)	Sick/vacation/comp leave balances determined by sick leave and/or vacation payoff formula at time of retirement can be deposited into a trust fund for health expenses.  Vacation accrual in excess of Vacation Accrual Caps may be deposited into a Retirees' Health Savings Plan upon required preapproval. (effective 07/01/06)  Employees have the option to contribute all/some/none to the RHS Plan. (Expires 06/30/10)	Ongoing contribution of 8-hour vacation accrual each quarter and deposit of all eligible sick leave balance (as determined by sick leave payoff formula) at time of retirement. (effective 05/01/09)		Sick/vacation/comp leave balances determined by sick leave and/or vacation payoff formula at time of retirement can be deposited into a trust fund for health expenses.  Vacation accrual in excess of Vacation Accrual Caps may be deposited into a Retirees' Health Savings Plan upon required preapproval. (effective 07/01/09)  Employees have the option to contribute all/some/none to the RHS Plan. (Expires 06/30/10)	Sick/vacation leave balances determined by sick leave and/or vacation payoff formula at time of retirement can be deposited into a trust fund for health expenses.  Employees have the option to contribute all/some/none to the RHS Plan. (Expires 06/30/10)  <u>City Manager</u> All unused annual management leave and vacation accrual in excess of cap limits. Sick/vacation/ management leave balances determined by sick leave and/or vacation payoff formula at time of retirement will be deposited into a trust fund for health expenses.

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RETIREMENT HEALTH SAVINGS ACCOUNT (RHS) (continued)				<u>Employees hired after 07/01/07</u> Employees can elect at time of hire and at 1 year to participate in <u>either</u> a defined benefit program or a defined contribution program for their Retiree Health Plan benefits.  <u>Defined Contribution (DC) Program</u> Employer pays to RHS the following monthly contributions based on years of service:  <u>Yrs of Serv Per Mo Cont</u> 0-5 \$208 6-10 \$260 10+ \$312  <u>DC Vesting</u> 100% at 5 yrs.	<u>Employees hired after 07/01/07</u> Employees can elect at time of hire and at 1 year to participate in <u>either</u> a defined benefit program or a defined contribution program for their Retiree Health Plan benefits.  <u>Defined Contribution (DC) Program</u> Employer pays to RHS the following monthly contributions based on years of service:  <u>Yrs of Serv Per Mo Cont</u> 0-5 \$208 6-10 \$260 10+ \$312  <u>DC Vesting</u> 100% at 5 yrs.	<u>Employees hired after 07/01/07</u> Employees can elect at time of hire and at 1 year to participate in <u>either</u> a defined benefit program or a defined contribution program for their Retiree Health Plan benefits.  <u>Defined Contribution (DC) Program</u> Employer pays to RHS the following monthly contributions based on years of service:  <u>Yrs of Serv Per Mo Cont</u> 0-5 \$208 6-10 \$260 10+ \$312  <u>DC Vesting</u> 100% at 5 yrs.	<u>Employees hired after 07/01/07</u> Employees can elect at time of hire and at 1 year to participate in <u>either</u> a defined benefit program or a defined contribution program for their Retiree Health Plan benefits.  <u>Defined Contribution (DC) Program</u> Employer pays to RHS the following monthly contributions based on years of service:  <u>Yrs of Serv Per Mo Cont</u> 0-5 \$208 6-10 \$260 10+ \$312  <u>DC Vesting</u> 100% at 5 yrs.	<u>Employees hired after 07/01/07</u> Employees can elect at time of hire and at 1 year to participate in <u>either</u> a defined benefit program or a defined contribution program for their Retiree Health Plan benefits.  <u>Defined Contribution (DC) Program</u> Employer pays to RHS the following monthly contributions based on years of service:  <u>Yrs of Serv Per Mo Cont</u> 0-5 \$208 6-10 \$260 10+ \$312  <u>DC Vesting</u> 100% at 5 yrs.

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<b>SICK LEAVE ACCRUAL</b>	96 hours annually	96 hours annually  <u>24-hour Shift Employees</u> 144 hours annually	96 hours annually	96 hours annually	96 hours annually	96 hours annually	96 hours annually	<u>Department Heads</u> 96 hours annually
<b>SICK LEAVE INCENTIVE</b>	<u>Sworn</u> 8 hours vacation if no sick leave taken within the payroll quarter (effective 01/01/05).  <u>Nonsworn</u> 8 hours vacation if no sick leave taken within the payroll quarter (effective 01/01/04).  Prorated for permanent part-time employees.	56-hour fire represented personnel receive 8 hours of pay at their hourly rate for no sick leave taken within payroll quarter. Fire Prevention personnel (40-hour) receive 6 hours of vacation for each quarter that sick leave is not used.	8 hours vacation if no sick leave taken within the payroll quarter (effective 07/04).  Prorated for permanent part-time employees.	8 hours vacation if no sick leave taken within the payroll quarter (effective 07/01/00).  Prorated for permanent part-time employees.	8 hours vacation if no sick leave taken within the payroll quarter (effective 07/01/00).  Prorated for permanent part-time employees.	8 hours vacation if no sick leave taken within the payroll quarter (effective 07/01/00).  Includes shift and nonshift BCs (effective 07/01/95).  Prorated for permanent part-time employees.	8 hours vacation if no sick leave taken within the payroll quarter (effective 07/01/00).  Prorated for permanent part-time employees.	8 hours vacation if no sick leave taken within the payroll quarter (effective 07/01/00).  Prorated for permanent part-time employees.

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<b>SICK LEAVE PAYOFF</b>	<u>Sworn/Nonsworn</u> Upon layoff, regular PERS retirement or disability retirement, employees are eligible for payment of unused sick leave, limited to an accumulation of 1,000 hours (effective 07/95), max 900 hours (90.0% of 1,000) in accordance with the following schedule:  Yrs of Continuous Service      % 0<10                      0 10 <sup>(1)</sup> <15                20 15 <sup>(1)</sup> <20                35 20 <sup>(1)</sup> <25                55 25 <sup>(1)</sup> +                    90  Paid at three-year average of base salary.	Upon layoff, regular PERS retirement or retirement disability, employees are eligible for payment of unused sick leave, limited to an allowance of 1,440 hours, max 1,152 hours (80.0% of 1,440) for shift positions and 960, max 768 hours (80.0% of 960), for 40-hour employees in accordance with the following schedule:  Yrs of Continuous Service      % 0<10                      0 10 <sup>(1)</sup> <15                20 15 <sup>(1)</sup> <20                35 20 <sup>(1)</sup> <25                55 25 <sup>(1)</sup> +                    80  Paid at current base salary rate of pay.	Upon layoff, regular PERS retirement or retirement disability, employees are eligible for payment of unused sick leave, limited to an accumulation of 960 hours, max 768 hours (80.0% of 960) in accordance with the following schedule:  Yrs of Continuous Service      % 0<10                      0 10 <sup>(1)</sup> <15                20 15 <sup>(1)</sup> <20                35 20 <sup>(1)</sup> <25                55 25 <sup>(1)</sup> +                    80  Paid at three-year average of base salary.	Upon layoff, regular PERS retirement or retirement disability, employees are eligible for payment of unused sick leave, limited to an accumulation of 960 hours max 768 hours (80.0% of 960) in accordance with the following schedule:  Yrs of Continuous Service      % 0<10                      0 10 <sup>(1)</sup> <15                20 15 <sup>(1)</sup> <20                35 20 <sup>(1)</sup> <25                55 25+                        80  Effective 07/05, paid at current base salary rate of pay, except Hazardous Materials Specialist, who has a three-year average of base salary.	Upon layoff, regular PERS retirement or retirement disability, employees are eligible for payment of unused sick leave, limited to an accumulation of 1,000 hours max 900 hours (90.0% of 1,000) in accordance with the following schedule (effective 07/95):  Yrs of Continuous Service      % 0<10                      0 10 <sup>(1)</sup> <15                20 15 <sup>(1)</sup> <20                35 20 <sup>(1)</sup> <25                55 25+                        90  Paid at three-year average of base salary.	Upon layoff, regular PERS retirement or retirement disability, employees are eligible for payment of unused sick leave, limited to an accumulation of 960 hours max 768 hours (80.0% of 960) in accordance with the following schedule:  Yrs of Continuous Service      % 0<10                      0 10 <sup>(1)</sup> <15                20 15 <sup>(1)</sup> <20                35 20 <sup>(1)</sup> <25                55 25+                        80  Paid at three-year average of base salary.	Upon layoff, regular PERS retirement or retirement disability, employees are eligible for payment of unused sick leave, limited to an accumulation of 960 hours max 768 hours (80.0% of 960) in accordance with the following schedule:  Yrs of Continuous Service      % 0<10                      0 10 <sup>(1)</sup> <15                20 15 <sup>(1)</sup> <20                35 20 <sup>(1)</sup> <25                55 25+                        80  Effective 07/05, paid at current base salary rate of pay.	Upon layoff, regular PERS retirement or retirement disability, employees are eligible for payment of unused sick leave, limited to an accumulation of 960 hours max 768 hours (80.0% of 960) in accordance with the following schedule:  Yrs of Continuous Service      % 0<10                      0 10 <sup>(1)</sup> <15                20 15 <sup>(1)</sup> <20                35 20 <sup>(1)</sup> <25                55 25+                        80  <u>Police Chief</u> Eligible for payment of unused sick leave, limited to an accumulation of 90.0% of 1,000 hours, max 900 hours.  Paid at current base salary rate of pay.

<sup>(1)</sup> Beginning of year of service.

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<b>BENEFITS</b>	<b>POLICE OFFICERS ASSOCIATION</b>	<b>FIRE (SAFETY)</b>	<b>SEIU</b>	<b>EAGLES</b>	<b>UNREPRESENTED POLICE MANAGERS</b>	<b>UNREPRESENTED FIRE MANAGERS &amp; PROFESSIONALS</b>	<b>UNREPRESENTED CONFIDENTIAL/ INFORMATION TECHNOLOGY</b>	<b>UNREPRESENTED DEPARTMENT HEADS &amp; COUNCIL APPOINTEES</b>
<b>SICK LEAVE PAYOFF (continued)</b>	<p>Sick leave payoff for retirement purposes shall be deposited into a Retirees' Health Savings Plan. (effective 05/01/09)</p> <p>Balance of sick leave reported to PERS for additional service credit.</p> <p>Upon the death of an employee, irrespective of years of service, full payment of unused sick leave shall be made to the employee's beneficiary.</p>	<p>Sick leave payoff for retirement purposes shall be deposited into a Retirees' Health Savings Plan. (effective 06/02/08)</p> <p>Balance of sick leave reported to PERS for additional service credit.</p> <p>Upon the death of an employee, irrespective of years of service, full payment of unused sick leave shall be made to the employee's beneficiary. (effective 07/07)</p>	<p>Balance of sick leave reported to PERS for additional service credit.</p> <p>Upon the death of an employee, irrespective of years of service, full payment of unused sick leave shall be made to the employee's beneficiary.</p>	<p>Sick leave payoff for retirement purposes may be deposited into a Retirees' Health Savings Plan. (Expires 06/30/10)</p> <p>Balance of sick leave reported to PERS for additional service credit.</p> <p>Upon the death of an employee, irrespective of years of service, full payment of unused sick leave shall be made to the employee's beneficiary.</p>	<p>Sick leave payoff for retirement purposes shall be deposited into a Retirees' Health Savings Plan. (effective 05/01/09)</p> <p>Balance of sick leave reported to PERS for additional service credit.</p> <p>Upon the death of an employee, irrespective of years of service, full payment of unused sick leave shall be made to the employee's beneficiary.</p>	<p><u>Shift and BCs</u> Eligible for 80.0% of 1,440 (max 1,152 hours per above years of service).</p> <p>Sick leave payoff for retirement purposes may be deposited into a Retirees' Health Savings Plan. (Expires 12/31/07)</p> <p>Balance of sick leave reported to PERS for additional service credit.</p> <p>Upon the death of an employee, irrespective of years of service, full payment of unused sick leave shall be made to the employee's beneficiary.</p>	<p>Sick leave payoff for retirement purposes may be deposited into a Retirees' Health Savings Plan. (Expires 06/30/10)</p> <p>Balance of sick leave reported to PERS for additional service credit.</p> <p>Upon the death of an employee, irrespective of years of service, full payment of unused sick leave shall be made to the employee's beneficiary.</p>	<p>Sick leave payoff for retirement purposes may be deposited into a Retirees' Health Savings Plan. (Expires 06/30/10)</p> <p><u>City Manager</u> Sick leave payoff for retirement purposes shall be deposited into a Retirees' Health Savings Plan. (effective 05/01/09)</p> <p>Balance of sick leave reported to PERS for additional service credit.</p> <p>Upon the death of an employee, irrespective of years of service, full payment of unused sick leave shall be made to the employee's beneficiary.</p>
<b>SOCIAL SECURITY REPLACEMENT</b>	<p><u>Nonsworn</u> City pays a max. of \$280.54/year. Permanent part-time employees not eligible. Benefit will be eliminated 06/30/11.</p>	N/A	City pays a max. of \$280.54/year. Permanent part-time employees not eligible.	This benefit is discontinued in 2007.	N/A	N/A	This benefit is discontinued in 2007.	This benefit is discontinued in 2007.

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BENEFITS	POLICE OFFICERS ASSOCIATION	FIRE (SAFETY)	SEIU	EAGLES	UNREPRESENTED POLICE MANAGERS	UNREPRESENTED FIRE MANAGERS & PROFESSIONALS	UNREPRESENTED CONFIDENTIAL/ INFORMATION TECHNOLOGY	UNREPRESENTED DEPARTMENT HEADS & COUNCIL APPOINTEES
<b>SPECIALTY PAY ASSIGNMENTS:</b>								
<u>Admin. Units</u>	\$200/month (effective 07/07)	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<u>Bilingual Pay</u> <sup>(1)</sup>	<u>Sworn</u> \$200/month (effective 07/07) <u>Nonsworn</u> \$200/month (effective 07/07)	\$100/month (Level 1) \$200/month (Level 2) (effective 07/07)	\$100/month (effective 07/01/06)	\$50/month (effective 09/04)	\$200/month (effective 07/07)	\$100/month (Level 1) \$200/month (Level 2) (effective 04/22/08)	\$50/month (effective 09/04)	N/A
<u>Canine Officer</u>	<u>Sworn</u> 5.0% of base salary	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<u>Crime Suppression</u>	\$150/month (effective 07/02)	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<u>Duty Program</u>	N/A	N/A	Standby: \$45/weeknight \$75/weekend Overtime for calls as defined in Appendix C of the MOU.	N/A	N/A	N/A	N/A	N/A
<u>Emergency Strike Team Pay</u>	N/A	<u>State Emergency Response Pay</u> 1.5 normal rate. (effective 07/01/01)	N/A	N/A		<u>State Emergency Response Pay</u> 1.5 normal rate. (effective 07/01/07)		

<sup>(1)</sup> Bilingual pay designation is subject to need of department and approval of Employee Services Director.

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BENEFITS	POLICE OFFICERS ASSOCIATION	FIRE (SAFETY)	SEIU	EAGLES	UNREPRESENTED POLICE MANAGERS	UNREPRESENTED FIRE MANAGERS & PROFESSIONALS	UNREPRESENTED CONFIDENTIAL/ INFORMATION TECHNOLOGY	UNREPRESENTED DEPARTMENT HEADS & COUNCIL APPOINTEES
<b>SPECIALTY PAY ASSIGNMENTS: (continued)</b>								
<u>Field Training:</u> FTO Officer	<u>Sworn</u> Police Officers: 7.5% of biweekly salary (while training) (effective 04/00)  Police Agents: 5.0% of biweekly salary (effective 07/07)	N/A	N/A	N/A	N/A	N/A	N/A	N/A
FTO Coordinator	<u>Sworn</u> 7.5% of biweekly salary (while training) (effective 04/00)	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CSO/Records	<u>Nonsworn</u> 7.5% of biweekly salary (while training) (effective 06/16/01)	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<u>CSO/Records/ Administration</u> <sup>(1)</sup>	\$200/month (effective 07/07)	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<u>Investigative Services</u>	5.0% of biweekly salary (effective 07/07)	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<u>Motorcycle Officer</u>	<u>Sworn</u> 5.0% of biweekly salary (includes Traffic Sergeant when riding motorcycle)	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<u>Special Operations</u>	\$200/month (effective 07/07)	N/A	N/A	N/A	N/A	N/A	N/A	N/A

<sup>(1)</sup> Applies only to Community Services Officers (Investigative Services and Property and Financial Crimes), Records (Warrant Officer and Court Officer) and Administration (Community Action and Information and Field Services/AVASA).

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BENEFITS	POLICE OFFICERS ASSOCIATION	FIRE (SAFETY)	SEIU	EAGLES	UNREPRESENTED POLICE MANAGERS	UNREPRESENTED FIRE MANAGERS & PROFESSIONALS	UNREPRESENTED CONFIDENTIAL/ INFORMATION TECHNOLOGY	UNREPRESENTED DEPARTMENT HEADS & COUNCIL APPOINTEES
TUITION REIMBURSEMENT	<u>Sworn and Nonsworn</u> \$2,000/fiscal year. (effective 07/07)  The amount in excess of \$600 must be used toward a specific job-related degree or job-related courses.	\$1,500/fiscal year.  Note: Any amount in excess of \$1,000 must apply toward an undergraduate or graduate degree from an accredited college or university. (effective 07/07)	\$1,000/fiscal year.  Note: Any amount in excess of \$750 must apply to regular college level courses directly related to employee's job or toward an undergraduate or graduate degree relating to one's job (effective 07/01/04).  Permanent part-time employees receive a prorated portion of \$750 (depending upon their budgeted position).	\$1,000/fiscal year.  Note: Any amount in excess of \$750 must apply to regular college-level courses directly related to one's job or toward an undergraduate or graduate degree relating to one's job.  Prorated for permanent part-time employees.	\$2,000/fiscal year. (effective 07/07)  Note: Any amount in excess of \$1,500 must be used toward courses or degrees directly related to the Police profession.  Prorated for permanent part-time employees.	\$2,000/fiscal year. (effective 07/07)  Note: Any amount in excess of \$1,000 must apply to regular college-level courses directly related to one's job or toward an undergraduate or graduate degree relating to one's job.  Prorated for permanent part-time employees.	\$1,000/fiscal year.  Note: Any amount in excess of \$750 must apply to regular college-level courses directly related to one's job or toward an undergraduate or graduate degree relating to one's job.  Prorated for permanent part-time employees.	\$1,000/fiscal year.  Note: Any amount in excess of \$750 must apply to regular college-level courses directly related to one's job or toward an undergraduate or graduate degree relating to one's job.  Prorated for permanent part-time employees.

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BENEFITS	POLICE OFFICERS ASSOCIATION	FIRE (SAFETY)	SEIU	EAGLES	UNREPRESENTED POLICE MANAGERS	UNREPRESENTED FIRE MANAGERS & PROFESSIONALS	UNREPRESENTED CONFIDENTIAL/ INFORMATION TECHNOLOGY	UNREPRESENTED DEPARTMENT HEADS & COUNCIL APPOINTEES
<b>UNIFORM ALLOWANCE</b>  <b>TOOL ALLOWANCE</b>	<u>Sworn</u> Uniforms are provided. Cleaning allowance converted to salary (\$17.25 per pay period) effective 04/02/00.  <u>Nonsworn</u> Uniforms are provided. Cleaning allowance converted to salary.  <u>Records Specialist and Lead Records Specialist</u> \$14.95 biweekly (effective 04/02/00)  <u>Community Services Officer</u> \$17.25 biweekly (effective 04/02/00)  <u>Police Assistants and Police Records Supervisor<sup>(1)</sup></u> FT = \$18.46 biweekly (\$480/year) PT = \$9.23 biweekly (\$240/year) (effective 07/07)	Uniforms are provided, replaced and cleaned by the City when needed. (Est. cost of purchasing/ cleaning/maintenance: \$27/mo.)  \$4.00 biweekly allowance for purchase of T-shirts, sweats, hats, etc. (effective 08/28/94).	Certain articles of clothing are provided and cleaned as necessary. Employees receive \$360 annually for the purchase, cleaning and maintenance of pants and jackets. Prorated for permanent part-time employees and new employees.  \$225 annually for safety shoes (prior to 07/02/00 this was a reimbursement). Safety shoes provided for Public Works and Building Inspectors only, as necessary. Not prorated for permanent part-time employees or new employees.  <u>Fleet Services</u> \$1,000/year maximum reimbursement for tools, paid by AP (mechanics) (effective 07/01/01).	Not applicable except as follows:  <u>Hazardous Materials Specialists and OES</u> Uniforms are provided, replaced and cleaned by City when needed.	\$450/year cleaning allowance (includes Police Support Services Manager, effective 07/07).	Uniforms are provided, cleaned and replaced as needed. (Est. cost: \$27/mo.)	N/A	Not applicable except as follows:  <u>Police Chief</u> \$450/year cleaning allowance.  <u>Fire Chief</u> Uniforms are provided, cleaned and replaced as needed. (Est. cost: \$27/mo.)

<sup>(1)</sup>For those positions required to wear a uniform.

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BENEFITS	POLICE OFFICERS ASSOCIATION	FIRE (SAFETY)	SEIU	EAGLES	UNREPRESENTED POLICE MANAGERS	UNREPRESENTED FIRE MANAGERS & PROFESSIONALS	UNREPRESENTED CONFIDENTIAL/ INFORMATION TECHNOLOGY	UNREPRESENTED DEPARTMENT HEADS & COUNCIL APPOINTEES
<b>VACATION ACCRUAL CAPS</b>								
0-5 years	<u>12 eight-hour days;</u> Cap = 240 hours	<u>0-5 years:</u> 6 shifts; Cap = 480 hours	<u>12 eight-hour days;</u> Cap = 240 hours	<u>12 eight-hour days;</u> Cap = 240 hours	<u>12 eight-hour days;</u> Cap = 240 hours	<u>Nonshift Battalion Chief</u> <u>12 eight-hour days;</u> Cap = 240 hours	<u>12 eight-hour days;</u> Cap = 240 hours	<u>12 eight-hour days;</u> Cap = 480 hours
6-9 years	<u>17 eight-hour days;</u> Cap = 320 hours	<u>6-10 years:</u> 9 shifts; Cap = 580 hours	<u>17 eight-hour days;</u> Cap = 320 hours	<u>17 eight-hour days;</u> Cap = 320 hours	<u>17 eight-hour days;</u> Cap = 320 hours	<u>17 eight-hour days;</u> Cap = 320 hours	<u>17 eight-hour days;</u> Cap = 320 hours	<u>17 eight-hour days;</u> Cap = 480 hours
10-15 years	<u>22 eight-hour days;</u> Cap = 400 hours	<u>11-15 years:</u> 10 shifts; Cap = 580 hours	<u>22 eight-hour days;</u> Cap = 400 hours	<u>22 eight-hour days;</u> Cap = 400 hours	<u>22 eight-hour days;</u> Cap = 400 hours	<u>22 eight-hour days;</u> Cap = 400 hours	<u>22 eight-hour days;</u> Cap = 400 hours	<u>22 eight-hour days;</u> Cap = 480 hours
16+ years	One additional eight-hour day per year up to 25 days annually. Cap = 480 hours  Employees will be paid for accrued vacation upon separation of employment.  <u>Sworn</u> Payoff of vacation leave based on base pay, plus career inventive pay, plus specialty pay, plus holiday in-lieu.  <u>Nonsworn</u> Payoff of vacation leave based on base pay plus specialty pay (effective 07/07).	<u>16-20 years:</u> 11 shifts; Cap = 680 hours <u>21+ years:</u> 12 shifts Cap = 680 hours  <u>40-Hr. Employees</u> <u>0-5 years:</u> 12 eight-hour days; Cap = 240 hours <u>6-9 years:</u> 17 eight-hour days; Cap = 320 hours <u>10-15 yrs:</u> 22 eight-hour days; Cap = 400 hours <u>16+ years:</u> One additional day to max. of 25 days; Cap = 480 hours  Employees will be paid for accrued vacation upon separation of employment.  Payoff of vacation leave based on base pay.	One additional eight-hour day per year up to 25 days annually. Cap = 480 hours  Employees will be paid for accrued vacation upon separation of employment.  Permanent part-time employees vacation accrual caps compiled on a prorated basis.  Payoff of vacation leave based on base pay.	One additional eight-hour day per year up to 25 days annually. Cap = 480 hours  Employees will be paid for accrued vacation upon separation of employment.  Permanent part-time employees vacation accrual caps compiled on a prorated basis.  Payoff of vacation leave based on base pay.	One additional eight-hour day per year up to 25 days annually. Cap = 480 hours (effective 06/21/92)  Payoff of vacation leave based on base pay.	<u>Nonshift Battalion Chief</u> <u>12 eight-hour days;</u> Cap = 240 hours  <u>17 eight-hour days;</u> Cap = 320 hours  <u>22 eight-hour days;</u> Cap = 400 hours  One additional eight-hour day per year up to 25 days annually. Cap = 480 hours (effective 06/21/92)  <u>Battalion Chiefs (shift)</u> <u>0-5 years:</u> 6.4 shifts; Cap = 385 hours <u>6-9 years:</u> 9.4 shifts; Cap = 530 hours <u>10-15 years:</u> 11.4 shifts; Cap = 620 hours <u>16+ years:</u> .5 shifts per year up to 12.9 shifts Cap = 745 hours (effective 06/21/92)  Payoff of vacation leave based on base pay.	One additional eight-hour day per year up to 25 days annually. Cap = 480 hours (effective 06/21/92)  Payoff of vacation leave based on base pay.	One additional eight-hour day per year up to 25 days annually. Cap = 480 hours (effective 06/21/92)  Payoff of vacation leave based on base pay.

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BENEFITS	POLICE OFFICERS ASSOCIATION	FIRE (SAFETY)	SEIU	EAGLES	UNREPRESENTED POLICE MANAGERS	UNREPRESENTED FIRE MANAGERS & PROFESSIONALS	UNREPRESENTED CONFIDENTIAL/ INFORMATION TECHNOLOGY	UNREPRESENTED DEPARTMENT HEADS & COUNCIL APPOINTEES
<b>VACATION CASHOUT</b>	<p>Vacation cashout of up to 60 hours per year. (effective 07/07).</p> <p>Employee must have a minimum balance of 40 hours accrued vacation and have taken a minimum of 40 hours vacation in the prior 12 months.</p>	<p>Vacation cashout once per year.</p> <p><u>Suppression</u> Max = 120 hours (effective 06/28/98).</p> <p><u>Prevention</u> Max = 60 hours</p> <p>Can elect to defer payout to Deferred Comp account. (effective 06/28/98)</p>	<p>Vacation cashout once per year. Max = 80 hours. (effective 07/01/09)</p> <p>Employee must have a minimum balance of 80 hours accrued as of December and have taken a minimum of 80 hours vacation in the prior 12 months.</p>	<p>Vacation cashout once per year. Max = 60 hours. (effective 07/01/01)</p> <p>Prorated for permanent part-time employees.</p> <p>Employee must have a minimum balance of 80 hours accrued as of December and have taken a minimum of 10 days vacation in the prior 12 months.</p> <p>Can elect payout to Deferred Comp. account. (effective 07/01/00)</p> <p>Vacation cashout for retirement purposes may be deposited into a Retirees' Health Savings Plan. (expiration 06/30/10)</p>	<p><u>Police Captains and Police Lieutenants</u> Vacation cashout once per year. Max = 80 hours. (effective 07/01/09)</p> <p><u>Police Support Services Manager</u> Vacation cashout once per year. Max = 60 hours. (effective 07/01/01)</p> <p>Prorated for permanent part-time employees.</p> <p>Employee must have a minimum balance of 80 hours accrued as of December and have taken a minimum of 80 hours of vacation in the prior 12 months.</p>	<p><u>40-Hour Fire Managers</u> Vacation cashout once per year. Max = 60 hours. (effective 07/01/99)</p> <p><u>Shift BC</u> 120 hour max.</p> <p>Prorated for permanent part-time employees.</p> <p>Can elect to defer payout to deferred comp account.</p>	<p><u>Unrepresented Management</u> Vacation cashout once per year. Max = 80 hours. (effective 07/01/09)</p> <p>Prorated for permanent part-time employees.</p> <p>Employee must have a minimum balance of 80 hours accrued as of December and have taken a minimum of 10 days vacation in the prior 12 months.</p> <p>Can deposit payout to Deferred Comp. account. (effective 07/01/00)</p> <p>Vacation cashout for retirement purposes may be deposited into a Retirees' Health Savings Plan. (expiration 06/30/10)</p>	<p>Vacation cashout once per year. Max = 60 hours. (effective 07/01/01)</p> <p>Prorated for permanent part-time employees.</p> <p>Employee must have a minimum balance of 80 hours accrued as of December and have taken a minimum of 10 days vacation in the prior 12 months.</p> <p>Can deposit payout to Deferred Comp. account. (Does not include Fire Chief or Police Chief.) (effective 07/01/00)</p> <p>Vacation cashout for retirement purposes may be deposited into a Retirees' Health Savings Plan. (expiration 06/30/10)</p> <p><u>City Manager</u> Vacation cashout for retirement purposes shall be deposited into a Retirees' Health Savings Plan. (effective 05/01/09)</p>

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VACATION CONVERSION (ASSOCIATION/ UNION ACTIVITIES)	Convert up to 4 vacation hours from each represented (Sworn, Nonsworn) member's leave into a fund to pay costs for union activities.	Convert 12 vacation hours to cash to be held by the City to pay OT related to union activities (4 hours for Prevention Bureau employees).	N/A	N/A	N/A	N/A	N/A	N/A
WORKERS' COMPENSATION	<p><u>Sworn</u></p> <p>One full year salary continuation, Labor Code 4850. May end sooner if the employee becomes permanent and stationary or is able to return to full duty. Then receives temporary disability payments.</p> <p>For injury occurred after 01/01/05, \$840 maximum/ week until able to return to work or permanent and stationary.</p> <p><u>Nonsworn</u></p> <p>Full year salary continuation does not apply.<sup>(1)</sup></p>	<p>One full year salary continuation, Labor Code 4850. May end sooner if the employee becomes permanent and stationary or is able to return to full duty. Then receives temporary disability payments.<sup>(1)</sup></p> <p>For injury occurred after 01/01/05, \$840 maximum/ week until able to return to work or permanent and stationary.</p>	<p>60 days salary continuation.</p> <p>For injury occurred after 01/01/05, \$840 maximum/ week until able to return to work or permanent and stationary.</p>	<p>60 days salary continuation.</p> <p>For injury occurred after 01/01/05, \$840 maximum/ week until able to return to work or permanent and stationary.</p>	<p>60 days salary continuation.<sup>(1)</sup></p> <p>For injury occurred after 01/01/05, \$840 maximum/ week until able to return to work or permanent and stationary.</p>	<p>60 days salary continuation.<sup>(1)</sup></p> <p>For injury occurred after 01/01/05, \$840 maximum/ week until able to return to work or permanent and stationary.</p>	<p>60 days salary continuation.<sup>(1)</sup></p> <p>For injury occurred after 01/01/05, \$840 maximum/ week until able to return to work or permanent and stationary.</p>	<p>60 days salary continuation.<sup>(1)</sup></p> <p>For injury occurred after 01/01/05, \$840 maximum/ week until able to return to work or permanent and stationary.</p>

<sup>(1)</sup> Police and Fire employees whose principal duties are phone operator, clerk or anyone not involved in active law enforcement or fire suppression/prevention have 60 days salary continuation for Workers' Comp.

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